



# Dayforce Talent Management

Engage and empower your workforce with Dayforce

Your employees are the most valuable part of your organization - they drive your culture, your innovation and are your competitive advantage. Successfully maintaining this competitive advantage hinges on your ability to attract and develop the right people. Employees of today are looking for an experience that goes beyond the job description; they seek careers with opportunities to learn, grow and develop. How do you recruit, retain and develop your people to create a winning culture and a winning company?

## The Dayforce Way

Today's workforce requires a Talent Management strategy that continuously engages and empowers employees. By combining all aspects of an employee's journey in a single HCM solution, Dayforce enables you to manage your employees throughout their employment - from hire to inspire to retire.

Dayforce Talent Management gives you the platform you need to effectively attract, onboard, engage, develop, compensate and reward employees. For managers, admins and executives, Dayforce provides insights through real-time data and dashboards - empowering you to make the best decisions for your people, your growth and your development.

The screenshot displays the Dayforce Talent Management interface. At the top, there is a blue navigation bar with a home icon and the word "Home". Below this, a "Manager" dropdown menu is set to "Lane Kerr". There are three radio buttons: "Directs" (unselected), "Directs and Indirects" (selected), and a "Refresh" button. The main content area is a performance matrix with a vertical axis labeled "Potential". The matrix is divided into several performance levels:

- 0 Emerging Performer**: Empty box.
- 2 Future Star**: Contains Aaron Nobe (Accountant - Level 2) and Miranda Campbell (Controller).
- 2 Consistent Star**: Contains Nita Pickett (Accounting Manager).
- 0 Inconsistent Performer**: Contains Karen Cooley (Controller, 1-2 Years).
- 1 Key Performer**: Contains Allegra Wynn (Controller).
- 0 Low Performer**: Empty box.
- 1 Solid Professional**: Contains Aaron Glover (Accounting Manager).
- 0 High Professional**: Empty box.

A modal window is open over the "2 Consistent Star" box, showing details for Nita Pickett (Accounting Manager). The modal includes four sliders:

- Performance: High
- Potential: High
- Promotion Readiness: Now
- Flight Risk: High

Buttons for "Save" and "Cancel" are at the bottom of the modal.

## Features



### Recruiting

- Attract top talent by posting to job boards with our candidate friendly application process
- Easily view important candidate information, take action, and share profiles with your team to find best fit candidates
- Reduce time to hire with prepopulated templates and hire a candidate with no duplicate data entry



### Onboarding

- Fill the gap between hire and start date by connecting and socializing new employees with their teams
- Highlight your unique organizational culture to immerse new hires into their work environment
- Remove administrative obstacles to enable employees to focus on their role from day one



### Learning

- Offer formal training like eLearning, classroom and webinar to cater to diverse learning styles
- Provide social learning experience that enables employees to learn informally via peers and coaching
- Gain visibility into a learner's progress to meet milestones and address compliance requirements with reporting and expiration alerts



### Engagement

- Easily configure and administer employee surveys faster using data already in Dayforce
- Send surveys to your entire organization or a specific group to gather meaningful feedback
- View and interact with engagement dashboards to uncover trends and patterns



### Performance

- Drive performance outcomes and align your workforce with individual, team and organizational goals
- Identify and develop the core strengths of your employees with competency development
- Effectively measure and engage your workforce with configurable performance reviews and year-round feedback



### Compensation

- Create comprehensive compensation plans to match your organization's requirements
- Empower managers to make informed award decisions with support tools and data to drive performance
- Increase collaboration by enabling managers and senior managers to work together to drive the biggest impact



### Succession Planning

- Track succession information in employee profiles to help identify where employees are in their career path
- Compare employee performance potential with a convenient talent matrix to find suitable candidates for key roles
- Create succession plans for any position, from executive roles down to entry level employees, to be prepared across your organization



### TeamRelate

- Motivate employees with personalized feedback based on their preferred communication style
- Gain key insights into employees' engagement levels and communication styles through a daily check-ins
- Build stronger relationships and drive engagement with a deeper understanding of your workforce